ROXBURY | COMMUNITY | COLLEGE

A DECADE OF DISTINCTION

1999

PREPARING FOR THE NEW MILLENNIUM

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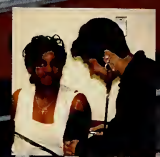
COMMUNITY COLLEGE



Roxbury Community College is an urban college which has both the expectation and obligation to serve—with excellence—communities with predominantly minority and recent-immigrant populations. With the belief that all students admitted to RCC can learn, be trained and reach their educational objectives, the mission of RCC is to provide—through its degree, certificate and student development programs—instruction and personal growth experiences that prepare students for lifelong learning, employment, good citizenship and ethical conduct. In addition to serving the learning needs of the Greater Roxbury area and surrounding communities, RCC has chosen to focus on mathematics, nursing, science and technology.

MISSION STATEMENT

PRESIDENT'S LETTER

As the sun sets on the 20th century, and America turns its thoughts to the future, every past event becomes magnified. So it is with Roxbury Community College (RCC) in historic Boston.

RCC's history is full of challenges, overcomings, struggle and suffrage. The past mirrors the civil rights movement and forms a political raison d'etre. The future reveals a series of steps that lead to doors which the college must open. Our future lies in the teaching and learning of our students based on a mission and philosophy solely ours and ultimately utilitarian.

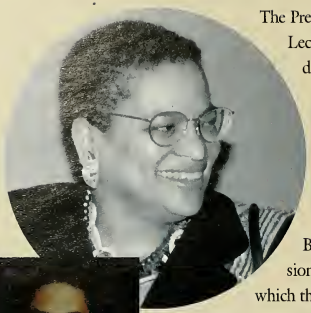
Over the last decade, Roxbury Community College has won distinction as one of Boston's most unique and exciting institutions, promising a powerful and potent future. Many of the College's recent accomplishments are reflected in this report. I'd like to highlight just a few:

- Our fiscal integrity which has led to an unqualified independent audit.
- The building and operation of the Reggie Lewis Track and Athletic Center into a world class center.
- Academic improvements resulting in 10 years accreditation for the college and for several of our programs; and, an increase in student achievement.
- New degree programs in Nursing and Criminal Justice.
- A new College of Urban Affairs with initiatives dedicated to "putting Roxbury back to work" and combating illiteracy.
- A 1.9 million dollar grant which led to state of the art computer labs.
- The safety and security of our campus, as well as its physical improvement.
- A new television and video studio with a WRCC designation.
- The Presidential Lecture Series, which provides us an intellectual discussion around the future growth and health of this community.
- Partnership agreements with Northeastern and other colleges and universities providing services to students in scholarships, student success programs, and joint programming.

The future is particularly bright for Roxbury Community College, the students and community it serves. As the new millennium dawns, whether numerically in 2001 or emotionally at the end of 1999, Roxbury Community College is perfectly poised to achieve its goals and objectives.

Grace Carolyn Brown

Dr. Grace Carolyn Brown
President
Roxbury Community College



The Presidential Lecture Series was developed in 1996, when the President of Roxbury Community College, Dr. Grace Carolyn Brown envisioned ways in which the college could both amplify scholarly work at RCC and advance the social and economic mobility of the community RCC serves.

The series, chaired by the Scholar in Residence focuses on influencing public policy by stressing the significant social and economic factors that must be addressed in an urban community, particularly the importance of educational access and success for the upward mobility of persons of color.

THE SERIES... FOCUSES ON INFLUENCING PUBLIC POLICY BY STRESSING THE SIGNIFICANT SOCIAL AND ECONOMIC FACTORS THAT MUST BE ADDRESSED IN AN URBAN COMMUNITY...

The series has attracted distinguished scholars with worldwide reputations, including:

- Dr. Cornel West, *economist, writer and syndicated columnist;*
- Dr. Ruth Simmons, *President of Smith College;*
- Dr. Manning Marable, *political activist, social critic, educator, author and historian;*
- Dr. Julianne Malveaux, *economist, columnist and commentator for television and radio;*
- Ernesto Cortes, Jr., *Southeast Regional Director of Industrial Areas Foundation (IAF) and a MacArthur fellow;*
- Dr. Randolph William Bromery, *educator and scientist;*
- Dr. William Julius Wilson, *noted author and historian; and*
- The Reverend Dr. Lynda Wilson, *scientist, educator, and Martin Luther King, Jr. Fellow at MIT.*

Lecture topics have been lively and provocative. Among the topics these lecturers have presented are :

- Creating a Road to Success;
- Jobless Ghettos: The Impact of the Disappearance of Work in Segregated Neighborhoods;
- Race Matters;
- The Social and Economic Mobility of Minorities;
- Beyond Black and White: Historical and Political Essays;
- The Future of Black Empowerment: Race, Politics and Public Policy; and
- The Conscience of a Community: Civil Rights, Justice and the Imperative for Diversity in Education.

PRESIDENTIAL
LECTURE SERIES

BOARD OF TRUSTEES

Sharif Abdal-Khallaq CHAIRMAN

Mr. Abdal-Khallaq, a member of the Board of Trustees since 1990, is a prominent local businessman in Roxbury who has owned and operated SAAK Realty for the past twenty years. In addition to serving as Chairman of the Board of Trustees, Mr. Abdal-Khallaq also serves as the Chairman of the Facilities Committee. A member of the second graduating class of RCC, Abdal-Khallaq has distinguished himself within the community and the college by his outstanding leadership and direction.

Harry Sterling, Jr., VICE CHAIRMAN & TREASURER

Mr. Sterling is the Large Institutional Sales and Client Services Managing Director at Fleet Investment Advisors. An active board member since his appointment, Mr. Sterling currently serves as the Board's Vice Chairman and Treasurer, as well as the Chairman of the Finance Committee.

Alberto Calvo

Mr. Calvo has served in several roles on the Board. In 1998, Chairman Abdal Khallaq asked Mr. Calvo, the Project Manager at The Analytic Sciences Corporation (TASC), to lead the newly-formed Institutional Technology (IT) Committee, so that the committee might take advantage of Calvo's computer expertise. Prior to his position on the IT Committee, Mr. Calvo chaired the Human Resources Committee.

Pervis Ryans, Jr. SECRETARY

An alumnus of RCC, Mr. Ryans is the Deputy Superintendent/Commander at the Boston Police Headquarters. Mr. Ryans serves as the Secretary of the Board and the Chairman of both the Human Resources and Legal Services Committees.

Dr. S. Allen Counter

Chairman of the Academic Affairs Committee, Dr. Counter is a highly-respected scholar, noted author and lecturer. Currently, Dr. Counter is a Director of the Harvard Foundation. In addition, Dr. Counter is a Neurophysiologist at the Massachusetts General Hospital and Harvard Medical School.

Dr. J. Keith Motley

Dr. Motley, a life-long educator, is currently the Dean of Student Services at Northeastern University. A recent addition to the Board, Dr. Motley serves on the Academic & Student Affairs Committee.

Shawna Smith 1999 STUDENT TRUSTEE

Ms. Smith is a 1999 Graduate of Roxbury Community College with an Associates Degree in Liberal Arts. She is currently a Junior at Bethune- Cookman College in Daytona Beach, Florida, majoring in English.

1988 Roxbury Community College, which opened its doors in 1973 in a converted automobile showroom, moves into its permanent new campus.

"The campus has become a symbol of better things to come for an old neighborhood in the center of Boston long identified with intractable poverty, crime and urban blight. The formal dedication this month ended a period that saw the college move three times since its 1973 founding."

The New York Times

1992 RCC launches the New Beginnings Program. The program enrolls about 40 highly-motivated students from Boston high schools, gives them after-school tutoring and helps them find summer internships around the city. Most of the students go on to college.

1993 Twenty single mothers graduate from RCC's new Nurse's Aid and Home Health Aid Program.

"More than two hundred people attend ground-breaking for the seventeen million dollar Reggie Lewis Track and Athletic Center at Roxbury Community College"

The Boston Globe

1994 RCC celebrates the opening of the first permanent bookstore at the college.

The University of Massachusetts joins with Roxbury Community College and Bunker Hill Community College to establish an educational collaborative between the three schools.

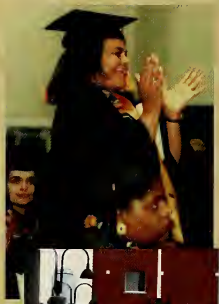
In a joint venture with RCC, the Environmental Protection Agency develops a new Environmental Education Center to help set the neighborhood's environmental agenda. While the center is being developed, RCC offers classes on environmental issues.

1995 The RCC Foundation hosts a gala celebration of the opening of the Reggie Lewis Track and Athletic Facility.

Roxbury District Court and RCC unite in an exciting program for the community. Massachusetts Lawyer notes that the program, which is in paralegal studies, is the first joint venture between the court and a college in Massachusetts.

RCC receives a 10-year accreditation. This is the maximum number of years allowed by the accrediting body.

A DECADE I
OF DIS



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The New York Times

"More than two hundred people atten ground-breaking for the seventeen million dollar Reggie Lewis Track and Athletic Center at Roxbury Community College"

The Boston Globe

In an effort to address research showing that people of color are woefully under-prepared for science- and technology-based job markets, RCC develops The Center for Science and Technology.

Bay State Banner

PREPARING
MIL

CC IN THE NEWS

INCTION

"Viewed against the backdrop of history, the three-and-a-half- year tenure of President Grace Carolyn Brown has been a considerable success. RCC has a vital role to play in the reinvigoration both of Massachusetts public education and Boston's most troubled neighborhoods."

The Boston Globe

FOR THE NEW
LENNIUM

1996 Ugandan King Ronald II speaks at RCC. RCC launches a new 100 Careers Program, designed to provide business skills training to young women with children.

In an effort to address research showing that people of color are woefully under-prepared for science- and technology-based job markets, RCC develops The Center for Science and Technology.

Bay State Banner

1997 Star Markets Company and RCC embark on a unique partnership which promises to put high-paying managerial jobs in the supermarket industry within the reach of students hailing from Boston's urban neighborhoods. The innovative program is lauded as the first such program in the community college system.

At the invitation of President Bill Clinton, RCC President, Dr. Grace Carolyn Brown, joins other college presidents from predominately minority institutions at the White House to discuss issues of higher education.

President Brown invites Vice President Al Gore to make a reciprocal visit. Gore comes to RCC's Reggie Lewis Track and Athletic Center to discuss economic empowerment and community revitalization.

RCC's Nursing School is accredited. The accrediting body granted the school five years accreditation, the maximum allowed.

1998 The Business Technology Division opens 12 new computer labs.

A new degree program in Criminal Justice is approved by the State Board of Higher Education, and is offered for the first time in the fall. Response to the new program is very positive. In addition, the college offers a paralegal certificate program. This program is designed to promote new channels of entry into the legal profession and help diversify the support staff in legal offices.

The Division of Nursing and Allied Health celebrates its 10th anniversary. In 1989 the first graduating class consisted of three students. Since then, over 160 men and women have graduated and become registered nurses. Many choose to work serving the health care needs of the Roxbury community.

PROFESSIONAL MILESTONES

Over the past year, several academic divisions, faculty members and administrators have made significant contributions to their professions:

- Dr. Angel Amy-Moreno, department chair, Social Science—wrote a chapter in the book *The Puerto Rican Movement.*

- Dr. Virginia DeAngelis, faculty member, Business Technology—gave several presentations over the course of the year, including at: The International Committee of Professional Standards and Ethics Reading Association and the Lilly Conference of College Teaching Excellence.

- Andrew English, department chair, English for Speakers of Other Languages—published the book: *Northstar-Focus on Reading and Writing-High Intermediate.*

- Veronica Gouvea, faculty member, English for Speakers of Other Languages—reviewed New Ways in Content Based Instruction, published in Currents, Winter 1999, and gave a presentation at the Teaching and Learning Conference.

- Susan Larocco, Maureen Marchlinger, JoAnn Mulready-Schick and Trudy Thompson, faculty members in Nursing—gave a presentation during the Nurse Educator Conference, Spring 1999, titled: "Flunk Out, Drop Out, Wash Out: Strategies to Improve Retention and Graduation Rates."

- Joanne Mulready Schick , Department Head, Nursing—was appointed by the National Council of State Boards of Nursing to be an item writer for the National Council Licensure Exam (NCLEX) for registered nurses. She was also part of an elite group of nurses responsible for writing, reviewing and establishing standards for the Registered Nurses Licensure Examination.

- David Updike, faculty member in English—published several articles, including: "Southern Weddings," June 1998, Oxford America Magazine; "Gunplay," October 1998, New York Times Magazine; "I Don't Like the Clothes You are Wearing," May 24, 1999, Newsweek.

- Ruth Hines, RCC Nurse—was very active in providing community-based education on a variety of subjects in the following venues: Hillside Pre-Release Center, Mandella Town Hall Youth Program, Boston Medical Center's Cheers Program.

BY REQUIRING ONLY SMALL INVESTMENTS OF TIME AND MONEY, RCC HOPES TO ATTRACT POTENTIAL STUDENTS WHO MIGHT OTHERWISE NOT EXPLORE THE POSSIBILITY OF FURTHERING THEIR EDUCATION

COLLABORATING WITH COMMUNITY PARTNERSHIPS

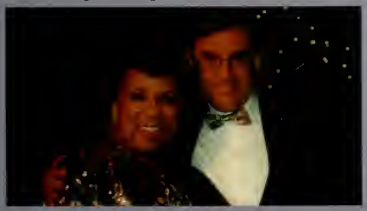
In 1998, Presidents Freeland and Brown entered into a much-heralded agreement between Northeastern University and RCC establishing an exceptional partnership between a two-year college and a large university.

With this agreement, RCC reached a historic juncture in serving the educational and developmental needs of its community.

The partnership allows RCC students to make a smooth transition from the college into NU's colleges of Business Administration, Criminal Justice, and Nursing. In addition, Northeastern has agreed to extend scholarships to many deserving RCC students who dream of finishing their bachelor's degrees (or more) at Northeastern.

A joint summer academic enrichment program completed its first year. Through this program RCC students who are enrolled at NU are given assistance to ensure their academic success.

Other agreement provisions include faculty training and joint consulting arrangements. The first group of RCC graduates under this program are already attending Northeastern.



Dr. Grace Carolyn Brown, President of the College and Dr. Richard Freeland, President of Northeastern University celebrating the announcement of the partnership agreement between the two Institutions at RCC's First Annual Gala

In an attempt to encourage community residents to attend college, RCC President Dr. Grace Carolyn Brown announced an innovative program called TACU, Take a Course on Us.

TACU is a unique program, dedicated to the empowerment of people of color and other minorities by providing educational development opportunities.

The program introduces members of the community who may be unfamiliar with the college admission process to small samples of college life.

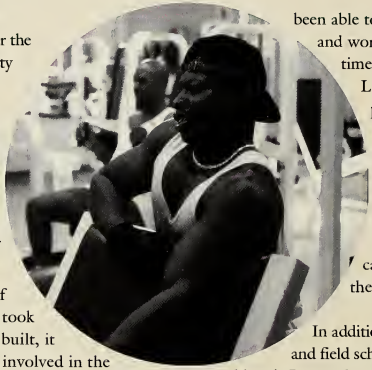
Introductory courses are offered at a nominal fee and with open enrollment.

By requiring only small investments of time and money, RCC hopes to attract potential students who might otherwise not explore the possibility of furthering their education. Programs are offered off-campus at a number of locations convenient to community members.

OTHER RECENT DEVELOPMENTS....

In June 1999, RCC entered into a collaboration with the Harvard Street Neighborhood Health Center to work on developing certificate programs in Alcohol and Drug Abuse Training, Physical Therapy Assistance, and a Licensed Practical Nursing Program.

REGGIE LEWIS



It's been four years since Governor Weld handed over the keys to Roxbury Community College's President Dr. Brown to open the doors of the Reggie Lewis Track and Athletic Center (RLTAC). A quick passing of time, given all that has taken place since we first opened our door to welcome friends, neighbors and dignitaries.

Despite the thirty-five years of planning and lobbying that it took to get this remarkable facility built, it is hard to believe that anyone involved in the process could have imagined all that we would accomplish in four years.

The primary purpose of the Center is to serve as the home for Massachusetts High School Interscholastic Indoor Track and Field Competition. As witnessed by the outstanding performances by Massachusetts' athletes in the High School National Championships, we have fulfilled that expectation by the events held in the High School National Championships. Four Massachusetts athletes won National Championship titles at this year's event hosted by RLTAC. In addition to the High School competitions, we have attracted and hosted several elite professional and collegiate championships. The prestigious list includes the nationally televised New Balance Invitational, the Eastern College Athletic Association (ECAC/ IC4A's) Indoor Track and Field Championships, and the Husky Invitational. Along the way, we have been able to feature dozens of Olympians and world-class athletes, including 9-time Olympic gold medallist Carl Lewis; Dorchester's own Olympic bronze medallist, Calvin Davis; 100 Meters world record holder Maurice Greene; Olympic Champion, Dan O'Brien; and Olympians Regina Jacobs and Suzy Hamilton who tied the American record in the 800 Meters at the RLTAC.

In addition to our incredibly busy track and field schedule, we have hosted the historic Boston Symphony Orchestra family concert for 4,300 individuals and families. This concert was one of two historic community concerts given by the BSO; the other was held in Tokyo, Japan.

Serving as the home for Roxbury Community College's athletics has also enabled programs to blossom. For the fourth year in a row, RCC's Men's Basketball team posted a 20-win season and qualified for the National Championships in which they finished 7th in the nation. The Women's Team also enjoyed its first winning season.

The heart and soul of the RLTAC is our ever-growing community access membership program. Since the center opened, over 3,000 members have joined. Members participate in our state of the art fitness programs that feature aerobics, weight lifting, jogging and other wellness programs.

TRACK

THE HEART AND SOUL OF THE RLTAC IS OUR EVER-GROWING COMMUNITY ACCESS MEMBERSHIP PROGRAM.

RCC/RLTAC hosted and participated in the following events during the past year:

- *Boston Public Schools Sports Collaborative*
- *Boston Symphony Family Concert attended by 4300 individuals*
- *National High School Track and Field Championships*
- *Fleet and Bank Boston Merger Meeting*
- *Nationally Televised Track Meet on ESPN*
- *Bay State Games*
- *World Dry Land Indoor Championships in Rowing (over 10 countries represented)*
- *Boston Neighborhood Basketball League*
- *The YMCA Mothers and Daughters Fitness Luncheon*
- *Special Olympics Corporate Games*
- *Eastern Collegiate Track and Field Championships*
- *Community Outreach Summer Programs (Academic and Athletic)*
- *Concerned Black Men of Massachusetts Career Day Outreach*
- *Teen Tobacco Control Summit*

Dan O'Brien (left), Gold Medallist of the decathlon at the 1996 Atlanta Olympics, with Boston Mayor Tom Menino (center) and New Balance CEO James Davis at the New Balance Invitational at the Reggie Lewis Track and Athletic Center. O'Brien was one of 30 Olympian athletes to compete in the nationally-televised meet.

Displaying a defibrillator donated by the American Red Cross to the RLTAC are Steven Bullock, acting Red Cross president, Keith McDermott, Reggie Lewis Track and Athletic Center Director, Donna Harris-Lewis, Reggie Lewis Foundation president, Crystal Houston, Reggie Lewis Track and Athletic Center program administrator, and John Thomas, RCC athletic director.

Student Trustee, Shawna Smith; BSO Conductor, Seiji Ozawa; Trustees Harry Sterling and Dr. Keith Motley; Violinist, Joseph Lin; RCC President, Dr. Grace Carolyn Brown; and Chairman of the Board of Trustees, Sharif Abdal-Khallaq at the Boston Symphony Orchestra Concert.

THE RCC FOUNDATION

The Roxbury Community College Foundation was established in 1984 to serve as custodian of contributions from the private sector, alumni, friends, industry and foundations and to exercise the powers of a not-for-profit corporation under the laws of Massachusetts.

The foundation is managed by an elected volunteer board of leaders in business, industry and education. This distinguished board is charged with fundraising on behalf of the college and with managing the college's endowment.

Key achievements of the RCC Foundation include:

- *Stewardship of an endowment fund for the college that has reached $1.2 million.*
- *Awarding of more than $400,000 in scholarships to outstanding RCC students.*
- *Provision of more than $230,000 in special grants and education loans to RCC students, through the Emergency Grant Program.*
- *Establishing the Sapers Scholars Award, through the generosity of the William R. Sapers family, for RCC graduates transferring to accredited baccalaureate degree-granting institutions.*
- *Establishing a special partnership with the Star Market Corporation in which RCC offers business management courses focusing on the retail food industry and Star provides RCC students with scholarship and employment opportunities. This program is now in its third year.*
- *Receipt of a $650,000 multi-year grant from the Lloyd G. Balfour Foundation to strengthen the college's student advising and faculty development efforts. Project initiatives included: academic standing policies, modifications to core curriculum, participation in developing institutional performance measures for community colleges in the Massachusetts State College System and identification of strengths and accountability measures, an annual community-wide meeting, and the continuation of RCC's student advising center.*

OFFICERS
Ms. Marva F. Nathan, President
Mr. William R. Sapers, Vice President
Ms. Sylvia A. McDowell, Clerk
Mr. Robert A. Williams III, Treasurer

MEMBERS
Ms. Donna Harris-Lewis
Mr. Richard M. Lee
Dr. Robert Sperber

Mr. Paul J. MacKinnon (*not shown*)

WHERE ARE THEY NOW?

At RCC, **Tomas Gonzales** served as president of the student government association and starred in a theatre production. He also worked for a number of political agencies, including the Commonwealth Coalition and campaigned for State Representatives Charlotte Golar-Richie of Dorchester and Boston City Councilor Gareth Saunders. He attributes the nurturing environment at RCC and the opportunity to work on those political campaigns through the schools internship program to his success as a student.

A recent graduate of Boston College, Tomas is currently employed at City Year. He would like to become the first Latino mayor of Boston.

Veronica Spriggs, interviewed recently at her job as Case Manager at St. Mary's Woman and Infant Center, reflected back on her years as a student at Roxbury Community College.

Spriggs, a 1997 graduate of Roxbury Community College, furthered her education at Simmons College, and graduated from the School of Social Work.

"Roxbury Community College was my foundation. I went in very insecure and not really believing I could accomplish what I have. I'm still in shock."

Now a successful attorney at law working with a major firm in Cambridge, **Samuel Fern** graduated from Roxbury Community College in 1987. He went on to obtain his juris doctorate degree from Suffolk University. When asked about his experiences at RCC, Fern stated:

"When I came to RCC I was a high school dropout. I hadn't completed a course since seventh grade. RCC gave me an opportunity and showed faith in me as no other educational institution has done in my memory."

When **Paul Goodnight** came to RCC, he was reading and writing on a grade school level. Today he is an internationally known artist. He credits the lessons he learned at RCC and the teacher who guided him with making the difference.

"I went to other schools, but it was at RCC that I got a good academic foundation."

ROXBURY COMMUNITY COLLEGE

Fiscal Year 1999 Budgeted Revenues and Expenditures

During the past five years, Roxbury Community College has had accurate accounting and budget management and constant fiscal analysis. This has allowed for the creation of a continuing, stable base of fiscal support for the college and the Reggie Lewis Track and Athletic Center. During the past year, the following initiatives were taken:

- A multi-year strategic reserve of an additional $100,000 was established by vote of the Trustees.
- A formal grants development effort was started with the Grants and Contracts Office.
- For the fourth straight year, the College balanced its budget with positive revenues and cost containment initiatives.

REVENUES

State Maintenance	$ 9,290,742
State Appropriation RLTAC	$ 1,033,618
RLTAC Membership & Other Revenue	$ 281,000
College Fees & DCE Tuition	$ 2,650,000
Interest Income	$ 25,000
Gifts, Grants & Contracts	$ 1,330,365
Auxiliary Enterprises	$ 75,000
Total Revenues	**$14,685,725**

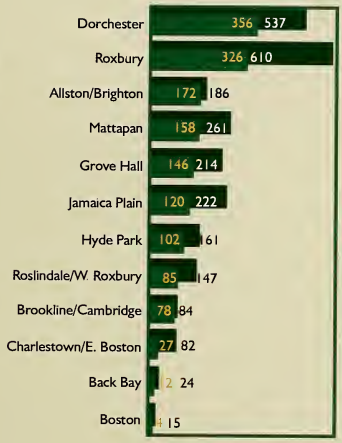
EXPENDITURES

Instruction	$ 6,957,429
Academic Support	$ 991,301
Student Services	$ 1,944,574
Institutional Support	$ 1,782,825
Physical Plant	$ 1,694,978
Reggie Lewis Track & Athletic Center	$ 1,314,618
Total Expenditures	**$14,685,725**

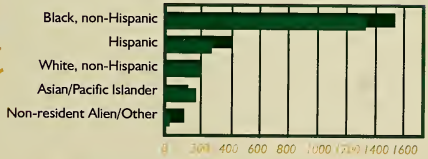
FINANCIALS

RCC DEMOGRAPHICS

1991/98 SAMPLES OF COMMUNITIES FROM WHICH RCC STUDENTS COME



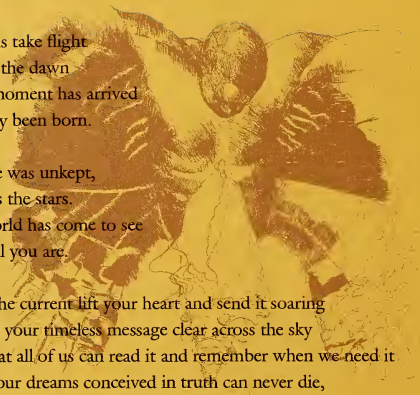
FALL 1991/98 STUDENT ENROLLMENT BY ETHNICITY



FULL-TIME FACULTY MEMBERS WITH A DOCTORAL DEGREE

1991/98 ASSOCIATE DEGREE CANDIDATES

BLACK BUTTERFLY



Morning light, so can dreams take flight
as the darkness gives way to the dawn
you've survived, now your moment has arrived
now your dreams have finally been born.

While you slept, the promise was unkept,
but your faith was assured as the stars.
Now you're free, and the world has come to see
just how proud and beautiful you are.

Let the current lift your heart and send it soaring
write your timeless message clear across the sky
so that all of us can read it and remember when we need it
that our dreams conceived in truth can never die,

Butterfly

Cause now you're free and the world has come to see
just how proud and beautiful you are.

Black Butterfly, sail across the waters
tell your sons and daughters what the struggle brings
Black Butterfly set the skies on fire
rise up even higher
so the ageless winds of time
can catch your wings.

Artwork by Paul Goodnight, former RCC student

AS WE GO TO PRESS...

Roxbury Community College celebrates our second annual fundraising gala, with the theme *"United for the Millennium."*

Editors: Ajibola Osinubi, CEO
Media Investment Group

Nadine Dowling, CAO
Roxbury Community College

Photography: Don West, Stanley Rowin, Nadine Dowling
Graphic Design: Ekua Holmes/EJ Designs

"Roxbury Community College deserves recognition for coping with cultural, linguistic and ethnic diversity on a scale matched by few institutions."

- New England Association of Schools and Colleges

ROXBURY COMMUNITY COLLEGE
1234 Columbus Ave.
Roxbury Crossing, MA 02119
617/ 541-5310

1350 Tremont Street
Boston, MA 02119
617/ 541-3535

Commonwealth Campus
989 Columbus Ave.
Boston, MA 02125
617/ 787-5600

65 Harrison Ave.
Boston, MA 02111
617/ 482-3292